

Improving health equity in our system of care

Consultations available

Health equity means reaching the highest possible level of health for all people. Health inequities are a result of health, economic and social policies that have disadvantaged communities of color, immigrants and refugees, and other diverse groups over generations. These disadvantages result in tragic health consequences for diverse groups and increased health care costs for everyone. Achieving health equity supports the triple aim of better health, better care and lower costs. Supporting DBHDS leadership engagement and staff education helps to build organizational priorities and strategic intent to incorporate health equity principles and achieve equitable outcomes in systems planning and design.

Health equity spans many topics:

- Assuring communications, outreach, community engagement and services are tailored to cultural, health literacy, and linguistic needs.
- Assuring that the culturally diverse needs of our stakeholders are met
- Developing a quality improvement plan focused on eliminating racial, ethnic and linguistic disparities in access, quality of care, experience of care, and outcomes

Gathering accurate data about race, ethnicity, language, disability, sexual orientation and gender identity is important for identifying health inequities. The DBHDS Office of Cultural and Linguistic Competence serves as a leader and catalyst in helping DBHDS promote equitable care and outcomes for racially, ethnically, and linguistically diverse communities and other diverse and underserved groups.

Participants in this consultation may receive assistance to:

- Implement foundational health equity, diversity and inclusion policies
 - Americans with Disabilities Act/Amendments Act, Title VI, Client Civil Rights
- Improve race, ethnicity and language data collection, analysis and dissemination
- Recruit and retain a diverse and culturally competent workforce (staff, contractors, etc.)
- Implement cultural competence continuing education for staff
- Support a health equity workforce (for example, traditional health workers and peer wellness specialists)
- Promote diverse and equitable member and community engagement
- Conduct health equity strategic planning and leadership development
- Develop rural and migrant health partnerships
- Enhance language access services
- Increase health literacy and media communication
- Increase health care access for people with disabilities

Email oclc@dbhds.virginia.gov for more information.

<http://www.dbhds.virginia.gov/professionals-and-service-providers/oclc>